

GRI G4

The table below summarises our governance disclosure mapped to GRI G4 indicators.

Disclosure	Indicator	Profile	Reference	
Strategy and analysis	G4-1	CEO message	A message from our Interim CEO, David Warren, is included in the CS Report and Annual Report	CS Report 2017, page 2 Annual Report 2017, pages 6–7
	G4-2	Key impacts, risks and opportunities	An overview of key impacts and opportunities is described in 'Our corporate sustainability strategy' in the CS Report, where our Impact Framework is described	CS Report 2017, page 5
Organisational profile	G4-3	Organisation name	London Stock Exchange Group plc	Annual Report 2017, page 170
	G4-4	Primary brands, products, services and operational structure	We describe our business model, the components of our Group and how they link together, and how we add value. We also show an overview by business for our services, their associated customers, how we generate revenue and key performance indicators (KPIs)	Annual Report 2017, pages 8–11
	G4-5	Location of organisation's headquarters	10 Paternoster Square, London, EC4M 7LS	Annual Report 2017, page 170
	G4-6	Breadth of operation	We operate globally, with offices in Australia, Canada, China, France, Hong Kong, India, Italy, Japan, Malaysia, Mexico, Taiwan, Sri Lanka, UAE, the UK and the US	Annual Report 2017, pages 34–35
	G4-7	Nature of ownership and legal form	LSEG is a public limited company registered in England and Wales (No. 5369106)	Annual Report 2017, page 170
	G4-8	Markets served (including geographic breakdown, sectors served, and types of customers/ beneficiaries)	The markets we serve, geographical distribution of our revenue, and customer profiles are included in our Annual Report	Annual Report 2017, pages 8–11
	G4-9	Organisation scale	At year end 2017, we had 4,908 employees	CS Report 2017, page 37
	G4-10	Employee statistics	We report a summary of employee statistics on employment, health and safety, training and education, diversity and equal opportunity, and non-discrimination	CS Report 2017, page 37
	G4-11	Employees covered by collective bargaining agreements	We report the percentage of employees covered by collective bargaining agreements is provided for 2014 to 2017	CS Report 2017, page 37

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Disclosure	Indicator	Profile	Reference	
Organisational profile continued	G4-12	Organisation's supply chain	Our Supplier Code of Conduct is published on our website	www.lseg.com/sites/default/files/content/documents/CR_documents/LSEG_Supplier_Code_of_Conduct_2017.pdf
	G4-13	Significant changes during the reporting period regarding size, structure, or ownership	We provide a segmental review and a list of substantial shareholders	Annual Report 2017, pages 19–33 and 169
	G4-14	Precautionary approach or principle	Given the nature of our product portfolio, we deem this aspect not material	
	G4-15	Externally developed economic, environmental and social charters, principles, or other initiatives to which the organisation subscribes or which it endorses	We are signatories to the Financial Stability Board's Task Force on Climate-related Financial Disclosures (TCFD) and the UK's Armed Forces Covenant, with LSE an accredited Living Wage employer. We are a representative on the Lujiazui Green Finance Council and Borsa Italiana is part of the Italian working group on the creation of an Italian Sustainable Financial Centre. FTSE Russell is a partner of the Transition Pathway Initiative. The Group is also a signatory to the UK Prompt Payment Code and was part of the SSE Green Finance Advisory Group	CS Report 2017, pages 2, 14, 17, 20, 23, 39 and 41
	G4-16	Membership associations	We are a member of the Green Finance Task Force and the High-Level Expert Group (HLEG) on sustainable finance. We are members of a large number of investor ESG collaborative bodies and initiatives including the UN backed PRI, UK SIF, US SIF, Euro SIF, ICGN, Japan SIF and RIAA	CS Report 2017, pages 41 and 43
Identified material aspects and boundaries	G4-17	Entities included in the organisation's consolidated financial statements or equivalent documents	A list of the Group's subsidiaries as at 31 December 2017 is included in the 'Notes to the financial statements'	Annual Report 2017, pages 158–161
	G4-18 G4-19 G4-20 G4-21	Material aspect boundaries	We assess the materiality of all CS initiatives or activities before reporting	CS Report 2017, page 6
	G4-22	Restatements	FTSE Russell quantitative ESG data points EPR25 and EPR26 for 2016 were reduced due to a supplier reporting error which has been corrected	CS Report 2017, page 45
	G4-23	Significant changes from previous reporting periods in the Scope and Aspect Boundaries	Owing to the acquisition of Mergent and The Yield Book and Citi Fixed Income Indices in 2017, Scope boundaries have significantly changed with respect to 2016	

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Disclosure	Indicator	Profile	Reference
Stakeholder engagement	G4-24 Stakeholder groups engaged by the organisation	Borsa Italiana engaged all market participants in the Sustainability Day. FTSE Russell's Smart Beta Survey engaged approximately 200 asset owners globally, its ESG Reporting Guidance engages issuers and investors, and the ESG Ratings Model assesses companies on our markets. Our relations with shareholders are described in our Annual Report	CS Report 2017, pages 13, 14 and 16 Annual Report 2017, page 59
Report profile	G4-25 Basis for identification and selection of stakeholders with whom to engage	Stakeholder engagement is mainly project and product-based	
	G4-26 Approach and frequency of stakeholder engagement	Stakeholder engagement is mainly project and product based. Our relations with shareholders are described in our Annual Report	Annual Report 2017, page 59
	G4-27 Key topics and concerns that have been raised through stakeholder engagement	The FTSE Russell Smart Sustainability Survey highlighted strong interest in applying ESG considerations to Smart Beta. Our relations with shareholders are described in our Annual Report	CS Report 2017, page 16 Annual Report 2017, page 59
	G4-28 Reporting period of report	We report on Calendar Year 2017 basis for both the Annual Report and CS Report	
	G4-29 Date of previous report	31 December 2016	
	G4-30 Reporting cycle	We report annually	
	G4-31 Contact point for questions on the report	Contact details are provided in our CS Report	CS Report 2017, page 1
	G4-32 GRI 'In accordance' option	This report contains Standard Disclosures from the GRI Sustainability Reporting Guidelines and the option adopted is 'In accordance – Core'	
	G4-33 External assurance	Our Annual Report 2017 was subject to both internal and external verification. Our CS Report 2017 was submitted to an internal verification process. Environmental, diversity and cash donation data was externally verified	CS Report 2017, page 32

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Disclosure	Indicator	Profile	Reference	
Governance	G4-34	Governance structure	A full breakdown of our governance structure can be found in our Annual Report	Annual Report 2017, pages 56–99
	G4-35	Process for delegating authority for economic, environmental and social topics	A diagram on sustainability governance is provided in the CS Report	CS Report 2017, page 39
	G4-36	Position with responsibility for economic, environmental and social topics	This is described in our published Group CR Policy	www.lseg.com/about-london-stock-exchange-group/corporate-responsibility
	G4-37	Consultation between stakeholders and the Board on ESG topics	The Corporate Responsibility Policy is a subject reserved for the Board. We do not disclose the consultation process	CS Report 2017, page 39
	G4-38	Board composition	The Board structure and changes are reported	Annual Report 2017, pages 54–55
	G4-39	Status of the Chair of the highest governance body	The Chairman of the Group is independent on appointment	Annual Report 2017, page 54
	G4-40	Nomination and selection processes for the highest governance body	We include the Report of the Nomination Committee in the Annual Report	Annual Report 2017, page 64
	G4-41	Process for conflicts of interest	We have established procedures whereby actual and potential conflicts of interest are regularly reviewed	Annual Report 2017, page 60
	G4-48	The highest committee or position that reviews and approves the organisation's sustainability report	The Board reviews and approves the CS Report	
	G4-51 G4-52 G4-53 G4-54 G4-55	Remuneration and incentives	A full summary of compensation and remuneration within the Group can be found in the Directors' Report on Remuneration in our Annual Report	Annual Report 2017, pages 72–94

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Disclosure	Indicator	Profile	Reference	
Ethics and integrity	G4-56	Organisation's values, principles, standards and norms of behaviour	We state these in the governance section of the CS Report. The full Code of Conduct is available on our website	CS Report 2017, pages 38–41 www.lseg.com/sites/default/files/content/documents/Code%20of%20Conduct.pdf
Economic performance and indicators	G4-EC1	Economic value generated and distributed	Our financial review is set out in the Annual Report. Our community investments are summarised in the CS Report	Annual Report 2017, pages 36–41 CS Report 2017, pages 25–29
	G4-EC2	Risks and opportunities due to climate change	We are aware of the related risks and opportunities and have developed measures to address them	CS Report 2017, pages 33–36
	G4-EC3	Defined benefit plan obligations	The Group operates defined benefit and defined contribution pension schemes	Annual Report 2017, page 116
Environmental indicators	G4-EN3	Energy consumption within the organisation	We report all of the emission sources required under the Companies Act 2006 (Strategic Report and Directors' Reports) Regulations 2013	CS Report 2017, pages 33–36
	G4-EN5	Energy intensity	We include this in the Environment section of the CS Report	CS Report 2017, pages 33–36
	G4-EN6	Reduction of energy consumption	We include this in the Environment section of the CS Report	CS Report 2017, pages 33–36
	G4-EN15 G4-EN16 G4-EN17	Direct, energy indirect and other indirect Greenhouse Gas (GHG) emissions (Scope 1, 2 and 3)	We include this in the Environment section of the CS Report	CS Report 2017, pages 33–36
	G4-EN18	GHG emissions intensity	We include this in the Environment section of the CS Report	CS Report 2017, pages 33–36
	G4-EN19	Reduction in GHG emissions	We include this in the Environment section of the CS Report	CS Report 2017, pages 33–36
	G4-EN23	Total weight of waste	We include this in the Environment section of the CS Report, under 'Waste and Paper'	CS Report 2017, page 36
	G4-EN30	Environmental impacts of transporting members of the workforce	We include this in the Environment section of the CS Report, under 'Business Travel'	CS Report 2017, page 35

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Disclosure	Indicator	Profile	Reference	
Social indicators	G4-LA1	Number and rates of new employee hires and employee turnover	We report 4 year time series of comparable data of employee-based indicators	CS Report 2017, pages 23 and 37
	G4-LA2	Benefits provided to full-time employees	We offer a number of rewards, and career opportunities and development for employees	CS Report 2017, pages 21, 22 and 24
	G4-LA5	Health and safety committee	In accordance with the Group Policy, health and safety is managed at a local level in each country while governance is managed through the health and safety forum	CS Report 2017, page 23
	G4-LA11	Percentage of employees receiving regular performance and career development reviews	We report 4 year time series of comparable data on training and education	CS Report 2017, page 37
	G4-LA12	Diversity and equal opportunities	We include initiatives on diversity and inclusion, and report 4 year time series of comparable data on diversity and equal opportunity	CS Report 2017, pages 20 and 37
Human Rights indicators	G4-HR3	Total number of incidents of discrimination and corrective actions taken	We report 4 year time series of comparable data on non-discrimination	CS Report 2017, page 37
	G4-HR5 G4-HR6	Child labour and forced or compulsory labour	Our policy on human rights and anti-slavery commitment are available on our website in the Group CR Policy	www.lseg.com/sites/default/files/content/documents/Group%20CR%20Policy_%20LSEG%20Board%20approved_WEB%20VERSION.pdf
Society indicators	G4-SO3	Percentage and total number of business units analysed for risks related to corruption	100% of our businesses have certified compliance with our Anti-Bribery and Corruption policies	CS Report 2017, pages 38 and 40
	G4-SO4	Percentage of employees trained in the organisation's anti-corruption policies and procedures	100% of our employees completed mandatory Anti-Bribery and Corruption training in 2017	CS Report 2017, page 22
	G4-SO5	Actions taken in response to incidents of corruption	No staff is disciplined or dismissed due to non-compliance with anti-corruption policies	CS Report 2017, pages 40 and 46
	G4-SO6	Total value of political contributions by country and recipient/beneficiary	The Group has made no political donations	CS Report 2017, page 46
	G4-SO7	Total number of legal actions for anti-competitive behaviour, anti-trust, and monopoly practices and their outcomes	The Group has had no legal actions in these areas within the reporting period	